LETTER OF AGREEMENT #2
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
GRAND LEDGE PRINCIPAL'S EDUCATIONAL ASSOCIATION

RE: Administrator Longevity Compensation

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Principal's Education Association hereafter (the "Association").

2. This Letter of Agreement (LOA) serves to formally clarify and establish the mutual understanding between the District and the Association regarding the definition and application of longevity compensation for administrators.

3. Longevity is defined explicitly as years of total service to the district, representing consistent loyalty to Grand Ledge Public Schools. Based upon this shared understanding, longevity compensation shall be awarded to administrators according to the provisions outlined below.

4. **GLEA to Administration Promotions**: Administrators who are promoted from within the district (specifically from the Grand Ledge Education Association - GLEA) will have their total years of teaching service within the district counted toward their longevity compensation. This calculation and credit will take effect immediately upon their first year within the Administrative Association, recognizing their continuous commitment to the district.

5. **New Administrators Hired Outside the District:** Regardless of previous years of professional administrative or educational experience outside of Grand Ledge Public Schools, administrators newly hired into the district will begin on Year 1 for the purpose of longevity compensation calculation.

6. **Negotiation Protocol & Hiring Restrictions**: Longevity compensation shall not be utilized as an individual salary negotiation item when recruiting or hiring administrators from outside the district. When hiring experienced administrators from outside Grand Ledge, the established salary schedule shall serve as the sole mechanism of financial negotiation. All such negotiations regarding step placement shall strictly adhere to the protocols outlined within the Collective Bargaining Agreement.

7. Any administrator currently in the unit whose longevity is tied to steps will be held harmless under this agreement. Any administrator who did not have previous district experience included in their current longevity calculation will be awarded longevity dating back to the beginning of the 2026-2027 school year, as appropriate moving forward, but not retroactively.

8. By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA or under the law, except as otherwise specifically waived, modified, or relinquished.

8. All other terms and conditions of the 2024-2027 Master Agreement will remain in full force and effect through June 30, 2027.

Grand Ledge Public Schools
Board of Education

By: _____

Its: Superintendent

Date: 10/30/26

Grand Ledge Principals'
Educational Association

By: _____ Jamie R. Hee

Its: Association Representative

Date: 10/30/26